

ARTICLE 16 Wages

Section 1. Wage Schedule.

~~Effective October 1, 2016 and to be paid the week of October 10, 2016, a 3% lump sum payment.~~

Effective April 1, 2022, and to be paid the pay period following April 1, 2022, a Pandemic Essential Employee Stipend equal to \$2000.

Effective August 1, 2022, and to be paid the pay period following August 1, 2022, an Officer Retention Incentive equal to \$2000.

~~The lump sum payment will be based on each bargaining unit employee's total compensation earned during the twelve month period ending ~~September 1, 2016~~ September 30, 2021. Total compensation includes base pay, longevity, supplemental pay and overtime pay. Total compensation does not include compensation earned through off duty employment assignments.~~

~~Effective October 1, 2017, an across-the-board 3% wage increase.~~

~~Effective October 1, 2018, an across-the-board 3% wage increase.~~

~~Effective October 1, 2019, an across-the-board 3% wage increase.~~

~~Effective October 1, 2020, an across-the-board 2% wage increase.~~

~~Effective April 1, 2021, an across-the-board 3% wage increase.~~

Effective April 1, 2023, an across-the-board 2% wage increase.

Effective April 1, 2024, an across-the-board 3% wage increase.

Effective April 1, 2025, an across-the-board 4% wage increase.

Effective April 1, 2026, an across-the-board 4% wage increase.

Effective April 1, 2027, an across-the-board 5% wage increase.

If the members of the fire fighters' bargaining unit reach an agreement on a contract that provides a base pay increase which is greater than ~~14%~~ 18% over the term of their Agreement (which shall include the full period from expiration of their last agreement, whether or not pay changes apply to all or any portion of prior or "retro" periods), the members of the police officers' bargaining unit will receive an across-the-board increase equal to the amount over ~~14%~~ 18% afforded to fire fighters. This provision shall only apply during the primary term of this agreement, and not to any

extension or “evergreen” periods.

The average base pay calculation for the fire fighters’ bargaining unit outlined above will be determined after offsetting the value of any base pay increase to the fire fighters agreed to in exchange for health benefits or other economic concessions. There shall only be an offset for purposes of this formula if there is a direct correlation between concessions on current economic benefits and base pay. Accordingly, if any potential across-the-board increase to the police officers’ bargaining unit under this provision is determined to apply, it will be equal to the average afforded to the fire fighters minus the offset.